

From: Joseph Randazzo [jrandazzo@worldnet.att.net]

Posted At: Wednesday, November 29, 2006 1:24 PM

Conversation: 2006 FMCS Resume

Posted To: ARB Web Email

Subject: 2006 FMCS Resume

JOSEPH L. RANDAZZO, ESQ.

ACCS NR: 3648

Email: jrandazzo@att.net

Present Occupation: Arbitrator/ Mediator

First Business Address:

1631 Lindan Drive
Alden, New York 14004
Phone: (716) 937-1710
Fax: (716) 937-1710

Second Business Address:

520 Kimerly Court
Bay Village, Ohio 44140
Phone: (440) 892-9089
Fax: (716) 937-1710

PROFESSIONAL AFFILIATIONS:

AAA Labor Advisory Committee
American Bar Association
Assoc. for Conflict Resolution
Bar Associations of NY and Va.

College of Labor and Employment Lawyers
Labor & Employment Relations Assn.(NE Ohio Ch)
Labor & Employment Relations Assn.(WNY)

EDUCATION:

LLM Labor and Employment Law – Georgetown University 1966
JD Law – Georgetown University 1963
BA English Literature – Niagara University 1958

CERTIFICATIONS:

Law New York (1971), Virginia (1964) and District of Columbia (1964)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

2001 – Present: Full-time arbitrator and mediator. Appointed by FMCS, AAA, NYS PERB and NYS Mediation Board. Adjunct faculty for Cornell University – School of Industrial and Labor Relations. Mediator in the EEOC Mediation Program. **1971 – 2001:** Labor management and employment lawyer in private practice with Flaherty, Cohen, Grande, Randazzo & Doren, P.C. and Bond, Schoeneck & King, LLP. In private practice, I have extensive experience in the negotiation of labor agreements and the mediation and arbitration of contractual grievances in the private and public sectors; Federal trial experience of labor and employment discrimination

claims and NLRB and PERB proceedings. Listed in “Best Lawyers in America” publication for 15 years, and selected as the IRRA of Western New York 1998 “Citizen Of The Year”. **1964 – 1971:** NLRB, as Attorney Advisor to Board Member in Washington, D.C. and Senior Trial Attorney in it’s Third Regional Office. Also Part-time Lecturer at Millard Fillmore College at SUNY – Buffalo.

INDUSTRIES:

Bakery; Banking; Building Products; Broadcasting; Canning; Communications; Construction; Dairy; Education; Electrical Equipment/Appliance; Electronics; Food (Manu./Proc./Service); Foundry; Furniture; Health Care; Hotels/Motels; Hospitals/Nursing Home; Machinery; Meatpacking; Metal Fabrication; Mining; Office Workers/Clerical; Packaging; Plumbing; Police and Fire; Printing and Publishing; Prison Guard; Refrigeration/HVAC; Restaurants; Retail Stores; Stone/Quarry; Transportation; Trucking and Storage; Warehousing.

ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off Duty/ Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge); Age Discrimination; Disability Discrimination; Race Discrimination; Sex Discrimination; Religious Discrimination; National Origin Discrimination; Drug/Alcohol Offenses; Bonus; Holidays; Insurance; Leave; Vacation; Grievance; Health/Hospitalization; Hiring Practices; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Layoffs/Bumping/Recall; Management Rights; Past Practices; Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/ Contracting Out; Union Security; Cost-of-living Pay; Holiday Pay; Incentive Pay; Job Classification.

PERMANENT PANELS:

Allegany County (AFSCME)
NFT Metro/ATU 1342

ARBITRATION ROSTERS:

FMCS, AAA, New York State Public Employment Relations Board,
New York State Employment Relations Board, and National Mediation Board

PUBLISHED CASES:

SIGNIFICANT PUBLICATIONS:

Points To Note Before Disciplining Employees
Buffalo Business Journal 1985

FEES:

Per Diem Fee: \$950 **Docking Fee:** none **Cancellation Fee:** See Below

Grievance and Interest Arbitration: The fee is \$950 per day for hearing, research and preparation of the opinion and award. A hearing day is any portion of a calendar day up to eight consecutive hours. Time for research and preparation is prorated.

Cancellation Policy: The per diem charge applies to all postponed or cancelled hearing dates without notice of at least fourteen (14) calendar days before, but not counting, the scheduled hearing date. For hearings scheduled for three (3) days or more, a notice period of twenty-five (25) calendar days will apply.

Fact-finding and Mediation: All of the above will apply except the hourly rate is \$250 and the per diem rate will be \$1250 per day.

Expenses: The Arbitrator charges only for actual and reasonable expenses including airfare, car rental, meals and lodging and copying, telephone and clerical assistance (if required), mileage at the applicable IRS expense rate, charged from the office location closest to the hearing site.

Detailed fee and expense schedules will be forwarded immediately upon selection.